

# 10 Tips For Being a Better Ally

**An ally is any person who takes actions - big or small - to advance the equality of a marginalized group that they're not a part of. Allyship is a journey of life-long learning; these tips adapted from Corey Ponder and Franchesca Ramsey\* will help you better prepare for your trip!**

**\*Corey Ponder is the Founder & CEO of Em|Pact Strategies. Learn more about his work by following @coreytponder on Medium and Twitter. Franchesca Ramsey is a media personality featured on YouTube and MTV. Follow her work at @chescaleigh.**



1. **Remember that ally is a verb**, not a self-appointed title or noun. Saying you're an ally is not enough - you need to show up and support others through action.
2. **Understand that privilege doesn't mean that you didn't work hard** or struggle for what you have. It means that there are some things in life that you don't have to think about or won't experience just because of who you are.
3. **Know that being an ally isn't always convenient or comfortable**. Moments of inequality or mistreatment may present themselves at any time. Be willing to deviate from your routine to speak up or act when it's psychologically and physically safe to do so.
4. **Recognize that everyone** - including ourselves and our loved ones - **holds biases**. Reflect on how your biases or privilege surface during moments where an ally might be needed. Resist the tendency to judge yourself or others harshly when biases appear.
5. **Own your learning journey**. Commit to finding the answer when you don't know something. Research, go online, ask questions, and listen. Reach out to other allies who might have grappled with the same questions or challenges. Share what you learn along the way.
6. **Remind yourself** that you don't have to understand or agree with something in order to respect it. You can respectfully agree to disagree.
7. **Practice developing empathy for others**. Making time to learn about other identities or communities and the challenges they encounter will increase your capacity for empathy. Put yourself in someone else's shoes before passing judgment or assigning blame.
8. **Speak up, but not over**. Use your voice to educate others in away that does not speak over the community members you're trying to support and give credit to them for their work instead of saying it as your own.
9. **Get comfortable with being uncomfortable**. Allies recognize and define the boundaries of their comfort zone, and then find ways to stretch those boundaries and stretch themselves.
10. **Realize that you will make mistakes** and apologize when you make them. Commit to changing your behavior and use mistakes as learning opportunities to seek feedback, to grow and to move forward.